Hi [Hiring Manager’s Name],

Thank you again for considering me for the permanent opportunity. I’ve really enjoyed contributing in the contract role, and I’m genuinely excited about the prospect of joining the team in a long-term capacity.

Given my current contract rate of £850 per day, which translates to approximately £180,000+ annually, I’d like to make sure the move to a permanent position reflects the value and experience I bring — while also aligning with market standards.

I fully understand the shift in structure from contract to permanent, and I value the stability and long-term growth that comes with a permanent role. That said, I’d be looking for a total compensation package in the region of £150,000–£160,000, which includes base salary, bonus, pension, and any other benefits.

I’m flexible on how this is structured, and I’m happy to discuss options such as a sign-on bonus or equity if there’s limited room on the base salary.

Looking forward to your thoughts and hoping we can reach a mutually beneficial agreement.

ransitioning from a contract role at £950 per day to a permanent position in the UK requires a strategic approach to ensure your total compensation reflects your value. Here's a comprehensive strategy to guide your negotiation:

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💰 Step 1: Calculate Your Contract Equivalent Salary

At £950 per day, working approximately 220 days annually, your contract earnings equate to:

However, as a contractor, you may benefit from tax efficiencies and lack of benefits that permanent roles offer.

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📉 Step 2: Understand the Typical Reduction in Base Salary

Permanent roles often offer a base salary that's 60–70% of the contract equivalent, supplemented by benefits.

60% of £209,000: ~£125,400

70% of £209,000: ~£146,300

Aim for a base salary in the range of £140,000–£150,000, depending on the role and industry.

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📦 Step 3: Evaluate the Total Compensation Package

Beyond base salary, consider the full range of benefits:

Bonus: Target 15–20% of base salary.

Pension Contributions: Aim for 8–10% employer match.

Private Health Insurance: For you and your family.

Annual Leave: Seek 30+ days.

Equity or RSUs: If applicable.

Other Perks: Flexible working, training budgets, sign-on bonuses.

These benefits can significantly enhance your overall compensation.

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🗣️ Step 4: Prepare Your Negotiation Pitch

Frame your negotiation to highlight your value and the benefits of transitioning to a permanent role:

> "Given my current contract rate of £950 per day, translating to approximately £209,000 annually, I'm seeking a permanent position that reflects my contributions and market standards. I'm looking for a total compensation package in the range of £160,000–£170,000, encompassing base salary, bonus, pension, and other benefits. I'm open to discussing the structure to find a mutually beneficial arrangement."

Emphasize your achievements and how they align with the company's goals.

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📚 Further Reading

To deepen your understanding of salary negotiations, consider the following resources:

### [The Contract Negotiation Handbook: An Indispensable Guide for Contract Professionals]()

#### Comprehensive Guide

£28.18

### [Salary Tutor: Learn the Salary Negotiation Secrets No One Ever Taught You]()

#### Practical Tips

£7.99

### [Secrets of Power Salary Negotiating: Inside Secrets from a Master Negotiator]()

#### Expert Insights

£9.27

### [The Leader's Guide to Negotiation: How to Use Soft Skills to Get Hard Results]()

#### Leadership Focus

£15.63

### [Mastering Business Negotiation: A Working Guide to Making Deals and Resolving Conflict]()

#### Conflict Resolution

\*£16.73\*These books offer valuable insights into negotiation strategies and can help you navigate the transition effectively.