



Salary and pay

Lesson code: X6IS-B5TB-C2BI-H

INTERMEDIATE +

1 Warm-up

How much do employees typically earn in your industry? How does this compare to other industries?

2 Types of pay

Match the types of pay with their definitions:

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|----------------------------|---|
| 1. salary | a. a reduction in the amount of pay an employee is given |
| 2. wages | b. an extra sum given to an employee |
| 3. pension | c. an increase in the amount of pay an employee is given |
| 4. a pay cut | d. money paid to someone based on how well he or she works at the workplace |
| 5. a pay rise | e. pay an employee receives when he or she leaves employment at a company |
| 6. performance-related pay | f. the amount paid to you after you retire |
| 7. a bonus | g. the amount paid to you based on the number of hours worked multiplied by an hourly rate of pay, for example 40 hours x \$15/hr |
| 8. severance pay | h. the amount paid to you in return for your work for a particular period, usually a month |

Complete the sentences below.

1. Joe helped the company increase its profits, so his boss decided to give him a _____ at the end of the year.
2. Marta has a very well-paid job. She earns a _____ of almost \$100,000/year.
3. Dean doesn't work anymore. He gets a small _____ from the government.
4. The workers were offered \$20,000 in _____ to leave the company.
5. The government has decided to introduce _____ in schools in order to improve the quality of teaching.
6. Due to the difficult economic situation, government workers had to accept a _____.
7. At the end of each week, the shop keeper pays the staff their _____.
8. Paul's boss agreed to give him a _____ because he had worked so hard over the past few years.



3 Pay vocabulary

Study the sentences below and match the underlined phrases to their definitions below.

1. In the United States, the minimum wage is \$7.25/hour.
 2. For the right person, we are willing to pay a basic salary of \$50,000, plus bonus.
 3. The employer paid a back payment to his employee on his wages from 3 months earlier.
 4. The workers all agreed to work overtime after their employer promised to pay them extra wages.
 5. Mark is definitely underpaid. He deserves a much higher salary than what he is currently receiving.
 6. I think professional footballers are overpaid. There are far more important jobs out there.
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- a. an overdue payment from an employer to an employee
 - b. in addition to normal working hours
 - c. paid less than what is normal
 - d. paid more than what is normal
 - e. the lowest amount of money that you can be paid for work, according to the law
 - f. what an employee earns before other sums of money, such as payments for working extra hours, are added

4 Talking point

Discuss any of the questions below:

1. What is the minimum wage in your country?
2. Which jobs do you think are overpaid?
3. Which jobs do you think are underpaid?
4. Is working overtime common in your business or industry?
5. Do you think performance-related pay is a good idea?
6. Have salaries changed in your country in recent years?
7. Is severance pay common in your country?

