

Resolving problems with pay rises

If an employee has not received an agreed pay rise, they should raise it informally first, by [talking with their employer](#). This can help resolve things quickly if there has been a mistake.

If the employee talks to their employer, the employee should confirm what they've discussed in writing. For example, in a letter or email.

If the issue cannot be resolved informally, the employee can [raise a grievance](#). This is where the employee makes a formal complaint to their employer.

Options for taking legal action

If an employee is not able to resolve the problem, they might be able to make either:

- a county court claim
- a claim to an employment tribunal

If the problem relates to non-payment of the National Minimum Wage, there are other options. [Find out what to do if an employer pays less than the National Minimum Wage](#).

Making a claim to an employment tribunal

If an employee has not been paid an agreed pay rise, they can make a claim to an employment tribunal for unlawful deduction from wages.

There are strict time limits for making a claim to an employment tribunal. Employees have 3 months minus 1 day from the date of the underpayment to make a claim.

Find out more about:

- making a claim to an [employment tribunal](#)
- [employment tribunal time limits](#)

Making a county court or sheriff court claim

Alternatively, an employee could make a breach of contract claim in the county court (in England and Wales). They have up to 6 years from the date of the underpayment to make a claim.

In Scotland, an employee could make a breach of contract claim in the sheriff court. The time limit for breach of contract in a sheriff court is 5 years from the date the employee has knowledge of the loss.

If an employee wants to make a county court or sheriff court claim, they should [get legal advice](#) to understand what will be involved.