FOR LAWYERS

Before you take the call

From our article: **Should you tell a recruiter your current salary?**
Read it in full, with the sources for every figure: https://www.wilsonmannion.co.uk/insights/should-you-tell-a-recruiter-your-current-salary
Checked 22 October 2026. General information, not legal advice.

> **IN SHORT**
> Not first. You can ask for the budgeted band, then say what you want and what you would not accept. We found no UK law that makes you give a recruiter your current salary, and none that stops them asking.

Key takeaways

- You can decline to give your current salary. We found no UK law that makes you give it to a recruiter.
- Ask for the budgeted band first. Without one, you are being asked to bid against yourself.
- Give a range built on the role and the market, not on what you earn now.
- A number is reasonable once the band is on the table, or when you earn more than the band offers.
- Never give a false figure. A polite refusal is easier to defend.

Before you take the call

- [ ] I know the band, or I will ask for it first
- [ ] I have a range whose lower end I would accept today
- [ ] I have a floor I will not discuss
- [ ] I know whether I mean base salary or the whole package
- [ ] I have written down the one line I will say if pushed
- [ ] I will ask who sees any figure I give
- [ ] I have read my contract for a pay-confidentiality clause

Answering a pay question, in order

1. **Ask for the band**
   "What is the budgeted band for this role?" is a normal question. Ask it before anything else.
2. **Check it against the market**
   Compare it with the salary guide and the pay on live adverts.
3. **Set a range**
   Make the lower end a figure you would accept today. Do not set it where you hope to land.
4. **Know your floor**
   Decide the figure below which you would stay put. Do not announce it. Say you would need the lower end of your range.
5. **Count the whole package**
   Base, bonus, pension, working pattern, caseload and progression. Base is one line.