

Pay Transparency Matters

#StartTheDiscussion

CONVERSATION GUIDE

Introduction

- » Start the discussion with people you know, so these conversations shouldn't require a formal introduction. It might just be to say "hi x, how are you today?". Make sure you check that this is a suitable time to have a chat (eg, do you have a few mins to have a chat? OR is this a good time?).

Issues & Story

- » I've been challenged by our union, the FSU to start a discussion about pay with my colleagues in light of Equal Pay Day which fell at the end of September. Did you know that we've got a 24% gender pay gap in our industry? [listen]
- » There's a well established link between the gender pay gap and pay transparency. When you're not allowed to talk about your pay, there are larger pay gaps. What do you think about that? [listen]
- » I think it's pretty bad - the big 4 bank CEOs + the RBA Governor have recently been grilled about this issue by federal parliament, and in good news most of the CEOs have made commitments not to enforce pay secrecy clauses, which means we're not going to get in trouble for talking about pay.

Agitate

- » Did you know that pay secrecy clauses are designed to ensure that we don't have access to the same information as our managers do when we are discussing pay increases?
- » Do you think that we should be able to talk to each other about how much we earn and our bonuses if we want to?
- » I know that most people don't like to talk about how much they earn and it's not a conversation that I have regularly, what do you think about the idea of talking freely about pay? [listen]

Education

- » Did you know what I mean when I talk about pay transparency? It's everything from publication of salaries at one end of the spectrum to simply allowing workers to talk about their pay with whoever they want without repercussions. Did you know in Norway, everyone has their income tax return made publicly available so you can find out easily how much people make? That's taking pay transparency VERY seriously.
- » There's been quite a few studies that show where companies have more transparency they have lower gender pay gaps?
- » Are you interested in finding out more about this topic? I can send you some information if you're keen [refer to FAQ and further reading for these details]?

Vision and plan to win

- » What do you think it would be like here at work if there wasn't a culture of secrecy around pay?
- » Imagine that we all knew how much we're all paid, and understand the things we could do to improve our pay? I'd love to know how they decide who gets how much in bonuses when we all do pretty much the same job... what do you think?
- » Wouldn't it be good to know that there wasn't any special treatment and that those who do good work are actually the ones who are more highly paid?
- » That's the type of workplace I'd like to have, how about you? [listen]
- » We've got a plan to make that happen by working together across our industry. This begins here are our workplace - the plan is that workers will start having these conversations with each other. The next step will be getting a delegation together to talk to the boss about permanently removing the ban on us talking about pay. After that we'll have to keep having the conversation to overcome the culture of secrecy. Eventually we'll be able to do a transparent pay audit so we can all know a little bit more about how we're paid and shine a light on any inequities.

Inoculate

- » In the last couple of months we've seen the CEOs of the 4 big banks as well as the RBA Governor be grilled by the Federal Parliament Economics Committee. We've been working with the ALP and have had each of these men (yes they are all men) asked about their approach to pay secrecy.
- » What's really important to note is that they all/with the exception of CBA confirmed to parliament that the either do not have pay secrecy provisions, or for those who do that they will not enforce these provisions. That means that we *can* talk about pay without fear for repercussions.
- » What do you think will happen if we talk about our pay and someone finds out?
- » We get an formal/informal warning - I can understand you're worried about getting a warning. That would worry me as well. We have our CEO on record telling parliament that his organisation that they won't enforce those contracts. Lying or misleading parliament is a very serious problem. If one of our line managers tried this one, we'd just escalate it - the CEO is not going to risk his reputation on this matter.

- » I'm embarrassed to share my pay info because I think I get paid more/less – Oh yeah, I totally understand that, I feel the same way actually. The way I've overcome this is by understanding that while I have a say in how much I earn through my REM review, I don't actually have the ability to control how much I earn, or how much others do. The thing I do have control over is whether or not I share my information and use it to make this a better place to work. If I learn that I earn less than my colleagues, I can use this information to figure out a strategy to fight for a better increase. If I find out I'm earning more, then I want to work with my colleagues to figure out what I'm doing that's more effective in getting better pay increases, so we can learn from each other to make sure there is equity in our pay system. Either way, I've decided that rather than be embarrassed, I'm doing to use this information to make our workplace better. Do you think that might work for you?
- » I just don't think talking about pay is the right thing to do – that's an interesting observation that is completely in line with the culture of our industry. Have you thought about why you don't think it's the right thing to do? If you're not comfortable sharing all your pay information, is there anything you would be prepared to share? Would you share your % increase for this year with others? Or your bonus? Do you think pay is fair here? Is there anyone who you think earns more/less that should be earning more/less? The only way we're going to change things is by taking small steps. Would you consider sharing some of your information?

Make the ask

- » I mentioned at the outset that I'm participating in our union's campaign for pay transparency. I've signed a pledge to talk to 3 of my colleagues about pay. We're doing this across our industry.
- » Would you be prepared to share something with me as well? I'll start by sharing with you that my last performance increase was x [at this stage share some information about your pay, it might be your % increase if it's not guaranteed, or you might choose to share information about your bonus, or your annual salary].
- » Is there something you'd be prepared to share with me about pay? [listen].

Close and follow up

- » Thanks for taking the time to talk to me today, I really appreciate it. Would you like to participate in this campaign as well?
- » I can send you a **link to the pledge**, then all you have to do is choose how you'd like to be involved, it's as simple as pledging to share some information, the same that we've just done. **All the information you need can be found on the site.** Which email address should I send the information to for you?
- » That's great. Thanks again.