Europe, Are You Ready for Pay Transparency?

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Today's Panelists:

Ruth Thomas
Chief Product Evangelist
Payscale

Kate Merritt
Co-Founder
Liberty Hive

Vicky Peakman
Director of Social Impact
Payscale

Laura Braithwaite
Co-Founder
Liberty Hive

Today's Agenda

- Pay Transparency - the what and the why

- An overview of emerging legislation

- Liberty Hive & the Great Reset Campaign

- Q&A

What is Pay Transparency?

Pay transparency is the degree to which employers are open about and communicate pay information to employees. This may include communicating:

- Your compensation philosophy

- Pay processes, or how pay is generally set

- Pay frameworks and ranges either with individual employees or across the organization

1. What	2. How	3. Where	4. Why	5. Whoa
Your organization tells employees when and what to expect on their paycheck.	Your organization shares some market data with employees.	Your organization has a comp plan and shares pay ranges with individual employees.	Your organization's comp plan reflects org culture, drives talent strategy, and is open to EEs.	Ranges and employee pay information is available to all employees.

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Why Pay Transparency?

- Being transparent about pay is one way to help **further pay equity** in the workplace. Transparency is the first step to uncovering disparities in pay.

- Research supports pay transparency can also **narrow pay gaps.**

- Our own research supports that employees are **more likely to leave** within the first six months if pay transparency isn't adopted*

- **Enhances employee trust** in pay practices and in leadership.

- Is a **competitive advantage** when attracting talent.

- **Increases employee engagement** and business outcomes.

Companies that make rewards and recognition fair and equitable are:

5x More likely to have exceptional financial and customer results

5x More likely to accomplish outstanding people outcomes (retention and engagement)

6x More likely to innovate and adapt well to change
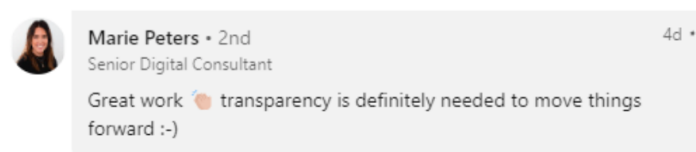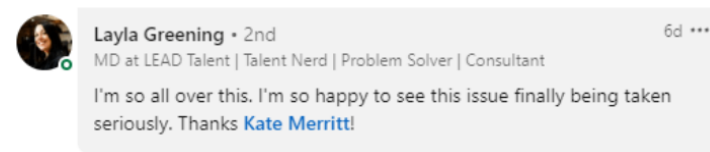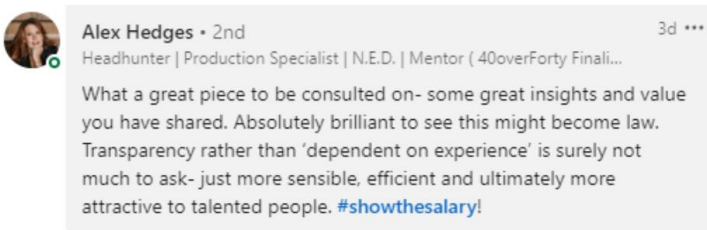
The Josh Bersin Company 2023

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*The Impact of Fair Pay Perception on Employee Retention Report

Emerging Legislation

- US Legislation – Colorado, NY, California, with more to come!
    - Pay ranges on job postings
    - Salary history ban

- EU Directive on Equal Pay & Pay Transparency:
    - Pay ranges on job postings
    - Salary history ban
    - Transparency of pay progression
    - Ability to obtain pay gap information

- UK Government Pilot

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In January we started the salary transparency conversation

FINANCIAL TIMES

Working It | Work & Careers | + Add to myFT

Salary transparency could fix the UK's pay gaps

Companies that include salary ranges in job listings receive more applicants and hire more quickly

© FT montage/Dreamstime/Getty

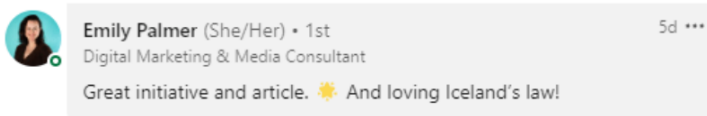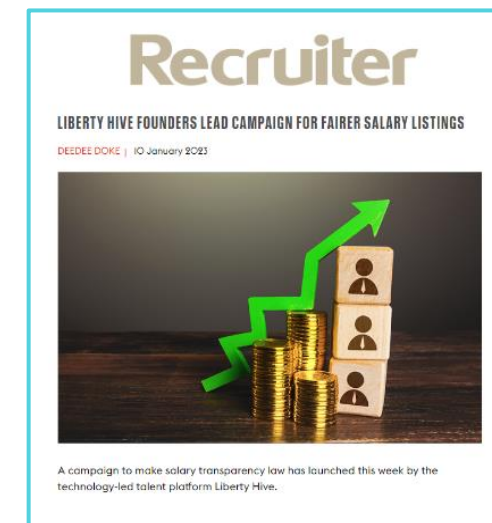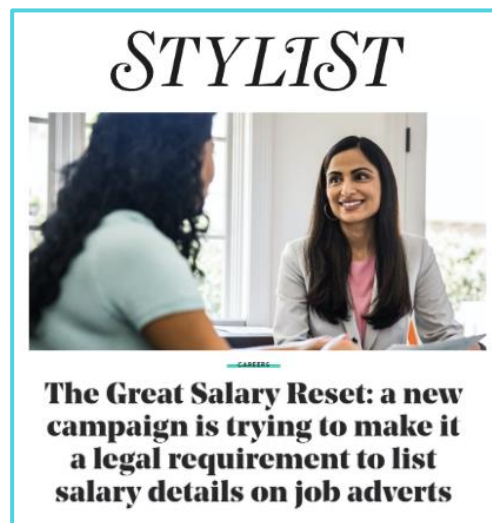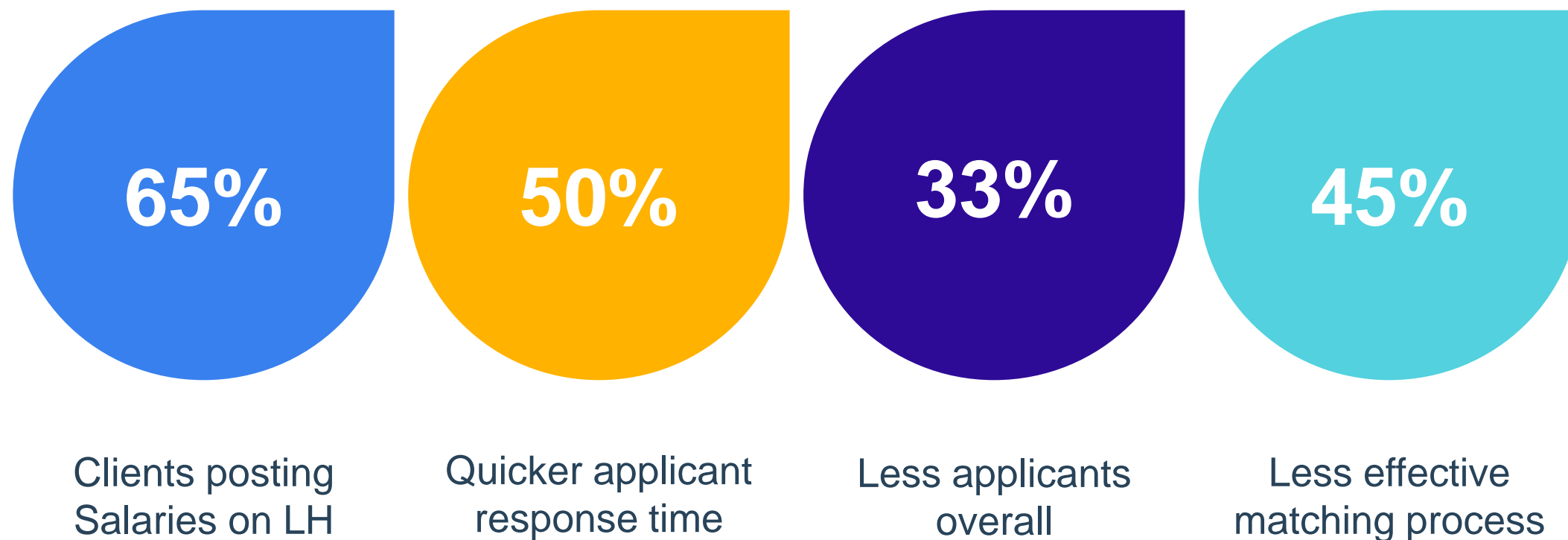

STYLIST

CAREERS

The Great Salary Reset: a new campaign is trying to make it a legal requirement to list salary details on job adverts

METRO

New campaign aims to make job adverts without salary details illegal

Comment

Jessica Lindsay
Tuesday 10 Jan 2023 10:26 am

Share

330 SHARES

The aim is to reduce gender and race pay gaps (Picture: Getty Images/iStockphoto)

Recruiter

LIBERTY HIVE FOUNDERS LEAD CAMPAIGN FOR FAIRER SALARY LISTINGS

DEEDEE DOKE | 10 January 2023

A campaign to make salary transparency law has launched this week by the technology-led talent platform Liberty Hive.

Emily Palmer (She/Her) • 1st   5d •••
Digital Marketing & Media Consultant

Great initiative and article. ☀️ And loving Iceland's law!

Alex Hedges • 2nd   3d •••
Headhunter | Production Specialist | N.E.D. | Mentor (40overForty Finali...

What a great piece to be consulted on- some great insights and value you have shared. Absolutely brilliant to see this might become law. Transparency rather than 'dependent on experience' is surely not much to ask- just more sensible, efficient and ultimately more attractive to talented people. #showthesalary!

CAMEALIA Xavier-Chihota (She/Her) • 2nd   3d •••
Specialist Marketing Operations & Events Manager with Fashion Buying...

This is so interesting, we cannot wait to discuss this with you on Off Record, On Point podcast next month!

Layla Greening • 2nd   6d •••
MD at LEAD Talent | Talent Nerd | Problem Solver | Consultant

I'm so all over this. I'm so happy to see this issue finally being taken seriously. Thanks Kate Merritt!

Richard Stokes • 1st   5d •••
I run Mojo Development where we help people and businesses grow. I ...

Yes! Love this Kate & Laura - a really important campaign you're championing here. 🙌

Marie Peters • 2nd   4d •••
Senior Digital Consultant

Great work 👏 transparency is definitely needed to move things forward :-)

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We are monitoring the results of salary transparency

65%

Clients posting Salaries on LH

50%

Quicker applicant response time

33%

Less applicants overall

45%

Less effective matching process

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Listening to people's biggest challenges

Overall wages could be reduced

Curtails high performers

Too big to overcome salary legacy

Impersonal hierarchy banding

Fuels inflation

Hinders negotiations losing out to competitors

Tension and resentment

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Steps towards Salary Transparency

1. Create a progression framework

2. Go at the pace that's right for your business

3. Test salary transparency across roles

4. Get on the front foot of mandatory reporting

5. Training and support for hiring managers

6. Add a statement to your post
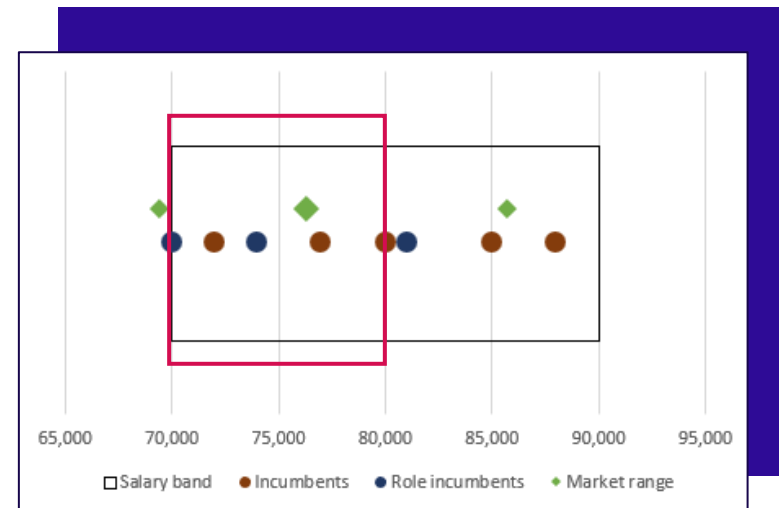
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We're investing to be 100% transparent

Commonly asked question for posting ranges

What do I do if this role could be in different locations and/or remote?

What do I do if I have broad ranges for multiple jobs?

How do I manage expectations for top of range?

- **Employees**
- **Candidates**

Top tips from Liberty Hive

1 Go at a pace that's right for your business

2 Create the foundations for full transparency

3 Provide the training for hiring staff

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Top tips from Payscale

1 Ensure you have the job architecture and pay structures in place

2 Communicate, communicate, communicate

3 Think global, act local

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Gain a competitive edge in a fierce talent market while building a more fair, equitable and transparent pay strategy

| Market Pricing | Pay Structures | Survey Management & Participation | Reporting & Analytics |
| Pay Equity | Compensation Planning | Total Rewards Statements | Job Descriptions Management |

Peer

A transparent & dynamic HR reported data network

Employee Reported

The world's largest real-time salary database

HR Market Analysis

A composite of analyst curated employer reported survey data

Q&A

Feel free to ask any questions in the chat!

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