

STATE OF PLAY @ CBA

In 2019 the FSU ran our first pay transparency campaign in the lead up to International Women's Day 2019. **We wrote to CBA** providing evidence that links greater levels of pay transparency to lower gender pay gaps and asking them to commit to removing pay confidentiality clauses from employment contracts.

CBA's response was that "CBA does not agree to remove pay confidentiality clauses from employment contracts."

Earlier this month CBA CEO Matt Comyn appeared at the House of Representatives Economics Committee where he was asked by MP Peta Murphy if CBA was aware of the link between pay transparency and the gender pay gap has pay confidentiality clauses.

CBA CEO Matt Comyn said in response:

"we do have a standard clause in our employment contract which deals with confidential information which, broadly defined, would include a number of different factors. That would include remuneration. Even though this may practically be right, we don't enforce those. I don't think that's good policy—one that you're not going to enforce."

On further questioning about the benefits of transparency to reducing the gender pay gap CBA agreed to think about the most effective way to deliver transparency "with the minimum adverse consequences." CBA CEO went on to say that while there confidentiality clause exists:

"I can't think of a single example— in my more than 20 years at the Commonwealth Bank, of ever hearing about anyone being questioned or queried or anything around revealing information about their remuneration."

This makes **right now** a perfect time to **Start the Discussion**.