

STATE OF PLAY @ NAB

In 2019 the FSU ran our first pay transparency campaign in the lead up to International Women's Day 2019. **We wrote to NAB** 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.

NAB did not commit to the removal of pay confidentiality clauses. **Their correspondence** suggested that NAB would consider "the merits of additional transparency measures.... However we are not in a position to implement your specific initiative at this time."

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

NAB CEO Ross McEwan said in response:

"First off, we do not have clauses requiring pay secrecy or prohibiting staff from discussing their remuneration with others. I think, for probably 50 to 100 years, we've discouraged people from disclosing the information, but there are no pay secrecy clauses in our enterprise agreement."

On further questioning NAB acknowledged that their employment contracts did have confidentiality clauses but went on to say that these clauses are more about protecting the information of the company and when pushed on this he added:

"we have nothing in our arrangements here that prohibit people from having those conversations. I'm not aware of anybody being taken on any disciplinary or termination for having discussed their pay."

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