

STATE OF PLAY @ WBC

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

Westpac did not commit to the removal of pay confidentiality clauses. **Their correspondence** suggested that Westpac: "would prefer to understand those changes before making adjustments to our processes."

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

In response Westpac acknowledged that their employment contracts included confidentiality clauses but then said: "that's an interesting observation. We hadn't thought about it from that perspective, but it's something will take away and have a look at." CEO Peter King went on to say: "I will say that, while they are in the contracts, I cannot think of any time they've been enforced." You can read the full transcript with highlights **here**.

MP Dr Andrew Leigh shared some research with Westpac CEO and asked him to reconsider his position in light of that research. If you'd like to read it you can find it **here**.

WBC made a commitment to "look into" this issue while at the same time not enforcing the current prohibition.

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