



**WE  
FIGHT  
FOR  
FAIR®**

# Closing the gender pay gap

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**Arming women with the tools to negotiate their pay,  
conditions and employment contracts**

# Agenda



Facts & Figures

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Lawyer**



Terms & Conditions

**Rachel Smith,  
Associate**



Negotiating Your Contract

**Sarah Atkinson,  
Principal**

Maurice  
Blackburn

Lawyers

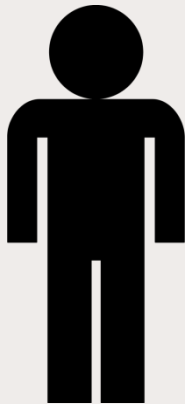
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# GENDER PAY GAP



**83.8 cents**

**16.2 %**



**\$1.00**

# CAUSES OF THE PAY GAP

- **Industries**
- **Lack of women in senior positions**
- **Likelihood to access part-time and flexible work in lieu of full-time work**
- **Precarious attachment to workforce**
- **Education and work experience**
- **Discrimination**

# STATISTICS

- Greater balance in leadership drives reduced gender pay gaps
- Male graduates access higher pay
- Managerial gender pay gaps fall as the share of female managers increase....
- ... apart from organisations with the highest concentrations of female managers
- Men lag in part-time pay, except for managers
- Mining the top paying industry for women
- \$93k pay gap at the top of the ladder

# Approach to negotiations



# SOURCES OF EMPLOYMENT ENTITLEMENTS

- The contract of employment.
- Awards and Enterprise Agreements.
- Legislation including the *Fair Work Act 2009* (Cth) and the *Industrial Relations Act 2016* (Qld).
- *The National Employment Standards*
- *The Queensland Employment Standards*
- The common law.

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## PAY AND PAY INCREASES

- Common focus in employment negotiations.
- Rare to have contractual entitlement to CPI increase.
- Annual salary / performance review – discretion as to whether occurs and increase.

# BONUSES

- Kinds of bonuses.
- How they operate.
- What to do if bonuses not paid.

# ENTIRE AGREEMENT

- Prevents you from relying on pre employment representations about terms and conditions.
- Need to ensure that all verbal promises and arrangements are documented in contract
  - For example promotion or bonus.

# CESSATION OF EMPLOYMENT

- Notice periods.
- Redundancy.
- Termination process and reason for dismissal
  - Do unfair dismissal laws apply?

# RESTRAINT OF TRADE AND CONFIDENTIAL INFORMATION

- Increasingly enforced by employers and courts.
- Presumed to be unenforceable, unless employer can establish it is reasonable, as at the time the restraint was agreed.
- Balancing act between protecting employer's legitimate business interest and restraining an individual from practicing their profession and earning a living.
- Cascading clauses – duration and location.
- Melting pot of factors and considerations.
- Obligation to maintain confidential information after employment.

## OTHER MATTERS

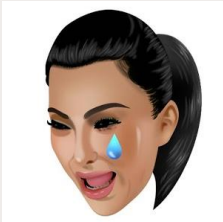
- Location and duties.
- Flexible Work Arrangements.
- Grievance / dispute procedures.
- Request to attend a medical examination.

## WHAT DO I DO?

- Read the employment contract.
- Better yet, get advice before signing (just like other documents).
- Join a union – collectively bargaining to get better conditions.
- Know if an award or enterprise agreement applies to your employment.

# NEGOTIATING YOUR CONTRACT

*How much are you willing to pay to avoid the discomfort of negotiating?*



3%	\$3,500	\$6,955	\$10,364	\$13,725	\$17,027	\$32,804	\$47,102	\$59,695
\$50,000	\$51,500	\$53,045	\$54,636	\$56,275	\$57,963	\$67,195	\$77,898	\$90,305

Start	1	2	3	4	5	10	15	20
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\$50,000	\$55,000	\$60,000	\$65,000	\$70,000	\$75,000	\$100,000	\$125,000	\$150,000
\$5,000	\$3,500	\$6,955	\$10,364	\$13,725	\$17,027	\$32,804	\$47,102	\$59,695



# Maurice Blackburn

Lawyers

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\$660,000-\$730,000

Auction Sat 5 Nov

121/56 Nicholson Street, Abbotsford, Vic 3067

2 2 1

Edward Hobbs

☆ Save Details >



x 150,000



## Key points

**1. Get prepared**

**2. Start the conversation**

**3. Make your case**

**4. Follow up**

# Get Prepared

## Prioritise your top 3

1. Pay
2. Bonus
3. Training

## Do your research

Salary Surveys

Recruiters

SEEK (etc)

## Know your value

- Average + ?
- Achievements
- Responsibilities
- Additional qualifications / training
- Soft skills

# Research tools

## Salary Surveys

*Tip – read the fine print. Does the range include bonus, super, etc?*

**Hays** - Executive, Accounting & Finance, Banking, Insurance, Office Support, Contact Centres, HR, Sales, Marketing, Retail, Logistics, Procurement, Legal, Life Science, Healthcare, Education, Policy & Strategy, IT, Construction, Architecture, Engineering, Property, Facilities Management, Manufacturing & Operations, Energy, Resources & Mining, Oil & Gas

**Hudson** – Accounting & Finance, Business Support, Engineering, HR, Marketing & Comms, Property & Construction, Risk & Compliance, Supply Chain & Procurement

**Mahlab** – Legal

**Robert Half Australia** – Finance & Accounting, Financial Services, Technology, Admin and Office Support

**Michael Page** – Construction, Digital, Engineering, Finance, Financial Services, Hospitality, HR, Legal, Manufacturing, Marketing, Oil & Gas, Procurement, Property, Retail, Sales, Supply Chain and Logistics, Technology.

# Hays

<https://www.hays.com.au/salary-guide/request-copy/index.htm>

## OFFICE SUPPORT

LEGAL SUPPORT	Legal Secretary (Up to 2 yrs exp)	Legal Secretary (2-4 yrs exp)	Legal Secretary (4+ yrs exp)	Legal Personal Assistant
NSW - Sydney	60 50 - 65	65 50 - 70	70 65 - 80	75 75 - 90
NSW - Regional	45 40 - 55	48 42 - 52	55 50 - 65	55 50 - 75
VIC - Melbourne	50 45 - 55	55 50 - 65	65 50 - 70	70 55 - 75
VIC - Regional	38 35 - 42	45 40 - 50	50 45 - 55	50 45 - 55
QLD - Brisbane, Gold Coast & Sunshine Coast	44 38 - 50	50 42 - 54	55 45 - 60	60 50 - 65
QLD - Regional	40 35 - 45	48 45 - 50	55 50 - 60	50 45 - 55
SA - Adelaide	48 45 - 55	55 50 - 65	60 55 - 70	60 55 - 65
WA - Perth	60 55 - 60	65 60 - 70	70 65 - 75	75 70 - 80
ACT - Canberra	45 42 - 46	57 55 - 60	65 60 - 67	70 65 - 75
TAS - Hobart/Launceston	40 35 - 45	45 40 - 50	48 45 - 55	48 45 - 55
NT - Darwin	55 50 - 60	60 55 - 65	65 60 - 70	65 60 - 70
NZ - Auckland	50 45 - 55	55 50 - 60	58 50 - 68	62 55 - 75
NZ - Wellington	50 45 - 55	55 50 - 60	55 53 - 63	55 55 - 65
NZ - Christchurch	45 40 - 50	53 50 - 55	58 55 - 60	55 50 - 65

## PROCUREMENT

PROCUREMENT	Purchasing Officer	Senior Purchasing Officer	Purchasing Analyst	Purchasing Manager	Contract Administrator	Contract Manager
NSW - Sydney	70 65 - 75	80 75 - 90	80 70 - 90	100 90 - 120	90 80 - 100	120 100 - 140
VIC - Melbourne	70 60 - 80	90 80 - 100	75 70 - 85	100 90 - 120	90 80 - 100	125 80 - 160
QLD - Brisbane	65 60 - 75	75 70 - 85	80 60 - 95	110 100 - 130	90 70 - 120	110 90 - 130
SA - Adelaide	60 55 - 65	70 65 - 75	75 65 - 80	100 80 - 120	75 70 - 90	110 100 - 120
WA - Perth	60 50 - 70	75 65 - 95	70 60 - 80	110 100 - 130	75 60 - 90	130 100 - 150
ACT - Canberra	65 60 - 80	80 80 - 120	75 70 - 110	100 90 - 120	80 80 - 100	120 90 - 170
New Zealand	55 50 - 65	70 60 - 80	65 55 - 75	100 90 - 120	65 60 - 70	100 80 - 120

	Procurement Manager	Strategic Sourcing Manager	Chief Procurement Officer	Procurement Specialist	Demand Planner	Inventory Analyst
NSW - Sydney	140 120 - 160	150 120 - 180	280 220+	90 80 - 110	85 70 - 110	60 45 - 75
VIC - Melbourne	125 110 - 150	130 120 - 150	200 180+	90 80 - 110	80 70 - 90	60 55 - 70
QLD - Brisbane	120 100 - 150	135 110 - 165	180 160+	90 85 - 115	90 80 - 100	70 60 - 80
SA - Adelaide	130 100 - 130	120 100 - 180	250 150+	90 90 - 110	80 80 - 100	60 55 - 70
WA - Perth	140 100 - 180	140 120 - 200	180+ 180+	90 80 - 110	100 85 - 100	60 50 - 75
ACT - Canberra	110 110 - 170	120 100 - 140	150 150 - 200	90 80 - 110	80 70 - 90	60 55 - 70
New Zealand	115 100 - 140	130 110 - 150	150 130+	95 80 - 115	80 70 - 90	60 50 - 70

	Category Manager	Materials Manager	Supply Chain Analyst	Supply Chain Manager	Supply Chain Director
NSW - Sydney	140 110 - 170	85 70 - 100	80 70 - 90	140 100 - 160	210 180 - 250
VIC - Melbourne	125 100 - 150	85 70 - 100	70 60 - 80	120 100 - 140	200 180 - 250
QLD - Brisbane	120 80 - 150	85 70 - 110	70 60 - 90	100 90 - 120	145 130 - 160
SA - Adelaide	120 90 - 120	85 70 - 100	80 60 - 80	110 100 - 120	200 160 - 250
WA - Perth	120 90 - 140	80 70 - 100	85 80 - 100	130 100 - 160	180 150 - 260
ACT - Canberra	90 80 - 110	N/A	N/A	120 90 - 130	N/A
New Zealand	100 90 - 110	85 70 - 100	70 60 - 80	115 100 - 130	160 140 - 200

The 2016 Hays Salary Guide - <https://www.hays.com.au/salary-guide/request-copy/index.htm>

## INFORMATION TECHNOLOGY

SYSTEM SUPPORT & ADMINISTRATION	Service Desk/Level 1	Desktop Support/Level 2	Systems Administration/Level 3	UNIX Administration
NSW - Sydney	55 45 - 55	65 55 - 70	85 70 - 90	85 80 - 100
NSW - Regional	50 40 - 55	75 65 - 80	100 80 - 120	85 80 - 100
VIC - Melbourne	50 45 - 55	60 55 - 70	85 75 - 100	95 80 - 120
VIC - Regional	45 40 - 50	55 50 - 60	65 55 - 70	85 75 - 100
QLD - Brisbane, Gold Coast & Sunshine Coast	50 45 - 55	55 50 - 60	80 70 - 90	85 70 - 100
SA - Adelaide	50 45 - 55	55 55 - 60	70 60 - 80	85 70 - 100
WA - Perth	45 40 - 50	60 50 - 70	85 70 - 100	100 75 - 120
ACT - Canberra	50 45 - 65	60 55 - 70	80 70 - 90	100 90 - 120
TAS - Hobart	50 45 - 50	55 50 - 60	65 60 - 70	75 65 - 90
NT - Darwin	45 40 - 50	60 50 - 70	90 70 - 110	70 60 - 80
NZ - Auckland	45 40 - 50	55 45 - 55	70 60 - 85	75 70 - 80
NZ - Wellington	42 35 - 45	45 40 - 50	65 50 - 70	88 75 - 95
NZ - Christchurch	40 35 - 45	50 45 - 55	60 55 - 65	90 80 - 100

## MARKETING

	Research Exec/Direct Marketing Analyst	Direct Marketing Manager	Direct Marketing Executive	Advertising Executive	Advertising Manager	Internal Communications
NSW - Sydney	90 70 - 100	85 70 - 100	110 100 - 130	75 70 - 90	120 100 - 130	90 80 - 110
VIC - Melbourne	85 75 - 95	75 70 - 85	100 90 - 120	70 65 - 75	100 80 - 110	100 75 - 120
QLD - Brisbane	80 75 - 100	80 70 - 85	100 70 - 100	80 60 - 80	90 80 - 100	75 65 - 90
SA - Adelaide	65 55 - 70	65 55 - 75	85 75 - 90	60 55 - 75	80 75 - 90	75 60 - 90
WA - Perth	80 70 - 95	70 65 - 90	90 80 - 110	75 65 - 85	95 85 - 110	70 60 - 90
ACT - Canberra	80 70 - 90	90 80 - 110	90 80 - 100	65 60 - 70	90 70 - 90	80 65 - 100
NZ - Auckland	70 60 - 80	80 70 - 90	95 85 - 110	70 60 - 80	100 80 - 120	80 70 - 100
NZ - Wellington	70 60 - 80	80 70 - 90	90 80 - 110	60 50 - 70	80 80 - 120	70 60 - 110

	Marketing Communications Executive	Marketing Communications Manager	Major Gifts Manager	Direct Marketing - Fundraising	Sponsorship/Fundraising Manager	Sponsorship/Fundraising Director
NSW - Sydney	85 70 - 95	110 100 - 130	120 100 - 140	80 60 - 80	100 90 - 120	150 140 - 180
VIC - Melbourne	75 70 - 85	100 90 - 120	110 80 - 130	75 65 - 85	100 80 - 120	145 130 - 180
QLD - Brisbane	75 65 - 90	100 90 - 110	70 60 - 85	70 60 - 85	85 70 - 100	105 90 - 120
SA - Adelaide	70 60 - 80	80 80 - 120	N/A	N/A	80 65 - 85	N/A
WA - Perth	75 65 - 90	90 70 - 110	80 75 - 90	75 65 - 80	90 75 - 100	120 95 - 130
ACT - Canberra	100 90 - 110	100 90 - 130	100 95 - 120	70 65 - 85	85 80 - 90	125 115 - 160
NZ - Auckland	70 60 - 80	95 85 - 125	70 60 - 80	70 60 - 80	80 70 - 90	100 90 - 120
NZ - Wellington	80 45 - 120	90 80 - 120	N/A	60 40 - 75	75 60 - 90	100 80 - 120

# Get Prepared... for the discussion

**Your last review**

**Prioritise your achievements**

**Get Specific**

**Write it down**

**Practice your explanations**

**Potential Q & A**

**1 page document**

# Start the conversation

- **Flag it early**
- **Make the time**
- **Talk to someone with the authority to make the decision**

- **Recruitment & Promotion**
- **End of financial year**
- **Anniversary of admission / employment**
- **After a big win**
- **Be conscious of “the wrong time”**





# Make your case

Review your notes

Pitch it

Be proud & confident

Ask questions

Next steps?



# Follow up

**Further conversations**

**Unanswered questions**

**Find out why**

**Get it in writing**







**Thank you.**

**☎ 1800 810 812**

**➤ [mauriceblackburn.com.au](http://mauriceblackburn.com.au)**