

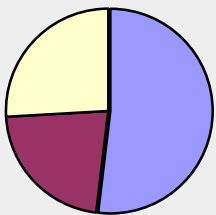
Participant STATS

SPEEDBACK Survey

Transparency

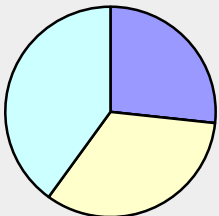
Date: November 2016
Participating Member Organisations: 27

Has your organization considered becoming more transparent with remuneration information?



- Yes, we are considering becoming more transparent
- Yes, we are very transparent already
- No

If you do have transparency around remuneration what does that look like in your organisation?



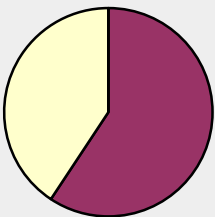
- Scale or grades
- Actual salaries
- Salary range
- Other (please specify)

52% are considering becoming more transparent.

44% publish remuneration review guidelines/matrix.

“We provide info about how the remuneration system works and advise that they can find out where they sit in the range by asking their manager”

To what degree are line managers in your organization confident and capable to have remuneration discussions?



- Our managers have cursory remuneration conversations with their employees
- Our managers are comfortable explaining to their employees why their remuneration is the way it is

33% publish salary range.

59% have cursory remuneration talks with their employees.

“We publish our remuneration framework which outlines how remuneration works in the organisation (but not scales or individual info – although this is available to the managers of employees)”